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PREPARATIONS FOR THE FOURTH WORLD CONFERENCE ON WOMEN: ACTION FOR EQUALITY, DEVELOPMENT AND PEACE

Draft Platform for Action

Addendum

Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

E. Advance peace, promote conflict resolution and reduce the impacts of armed or other conflict on women

New 100. [An environment which maintains world peace and promotes [universal] human rights, democracy and the peaceful settlement of disputes, upholding the principles of non-threat or use of force and of mutual respect of territorial integrity and sovereignty is a precondition for the advancement of women. Without peace, there will be no equality or development. Armed and other types of conflicts have not decreased since the end of the cold war; aggression, [foreign occupation] ethnic and religious and [other types of] conflicts are an ongoing reality affecting women in nearly every region. Terrorism is a new and emerging global phenomenon. International humanitarian law, prohibiting attacks on civilian populations, is systematically ignored; human rights are being violated by [all] parties in armed conflicts. It has resulted in serious violation of the human rights of women, including murder, torture, political conflicts, systematic rape, forced pregnancies, especially in ethnic cleansing as a strategy of war and its consequences. Some of these situations of armed conflict have their origin in the conquest or colonialization of a country by another country or State and the perpetuation of that colonial situation through State and military repression.]

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New 100 bis. The Fourth Geneva Convention, of 1949 [and its Additional Protocols] mandate[s] protection of civilian persons in time of war, including that "women shall especially be protected against attacks on their honour ... in particular against humiliating and degrading treatment, rape, enforced prostitution or any form of indecent assault". The Vienna Declaration and Programme of Action adopted at the World Conference on Human Rights further states that "violations of the human rights of women in situations of armed conflict are violations of the fundamental principles of international human rights and humanitarian law". Gross and systematic violations and situations that constitute serious obstacles to the full enjoyment of human rights continue to occur in different parts of the world. Such violations and obstacles include, as well as torture and cruel, inhuman and degrading treatment or summary and arbitrary detention, all forms of racism, racial discrimination, xenophobia, denials of economic, social and cultural rights and religious intolerance. Violations of human rights in situations of armed conflict and military occupation are violations of the fundamental principles of international human rights and humanitarian law as embodied in international human rights instruments and in the Geneva Conventions of 1949 and its Additional Protocols. (Note: Australia proposes moving new para. 100 bis to new 100.)

100 bis. [Humanitarian law, prohibiting attacks on civilian populations, and international human rights law, are systematically ignored and violated by armed and security forces and other parties to armed conflicts.] Civilian victims, mostly women and children, often outnumber casualties among combatants. In addition, women often become caregivers for injured combatants and find themselves, as a result of conflict, unexpectedly cast as sole manager of household, sole parent, and caretaker of elderly relatives.

101. In a world of continuing instability and violence, the implementation of cooperative approaches to peace and security is urgently needed. [In implementing cooperative approaches to peace and security issues, emphasis [should] [this requires that] be given to preventive strategies and to peace building as a particular prevention-oriented concept. Involving the wider social group, including women, in the development and implementation of these strategies should be a priority for Governments and the international community. The perspectives of women would provide a more constructive approach to the use of power and to the resolution of conflict.] Although women have begun to play an important role in conflict resolution, peace-keeping, and defence and foreign affairs mechanisms, they still remain underrepresented in decision-making positions. If women are to play an equal part in securing and maintaining peace, they must be empowered politically and economically and represented adequately at all levels of decision-making.

102. While entire communities suffer the consequences of armed conflict, terrorism and [foreign occupation], women and girls are particularly affected because of their status in society and their [sex/gender]. Parties to conflict often rape women with impunity, sometimes including systematic rape as a tactic of war and terrorism. The impact of violence against women and violation of the human rights of women in such situations is experienced by women of all ages who suffer from displacement, loss of home and property, loss or involuntary disappearance of close relatives, poverty and family separation and

disintegration, and who are victims of acts of murder, terrorism, torture, involuntary disappearances, sexual slavery, rape [and its consequences], sexual abuse, and [forced pregnancy], especially in the forms of policies of ethnic cleansing and other new and emerging forms of violence. This is compounded by the life-long social, economic and psychologically traumatic consequences of armed conflict and [foreign occupation].

102 bis. Women and children constitute some 80 per cent of the 23 million refugees and of the 26 million [internally] displaced persons in the world. They are threatened by deprivation of property, goods and services, and deprivation of their [basic] right to return to their homes of origin as well as by violence and insecurity. Particular attention should be paid to sexual violence against uprooted women and girls employed as a method of persecution in systematic campaigns of terror and intimidation and forcing members of a particular ethnic, cultural or religious group to flee their homes. [Women may also be forced to flee because of [gender-based/through sexual violence,] persecution and they continue to be vulnerable to violence and exploitation while in flight, in countries of asylum and resettlement, and during and after repatriation. Women often experience difficulty in some countries of asylum in being recognized as refugees on the grounds of [gender-based/through sexual violence] persecution.]

102 ter. Refugee, displaced and migrant women [in most cases] display strength, endurance and resourcefulness and can contribute positively to countries of resettlement, or on return to their countries of origin, and they need to be appropriately involved in decisions affecting them.

103. Many women's non-governmental organizations have called for reductions in military expenditures world wide, as well as international trade, trafficking and proliferation of weapons. Those affected most negatively by conflict [excessive military spending] are people living in poverty, who are deprived because of the lack of investment in basic services. Women living in poverty, and particularly rural women, also suffer from the effects of the use of arms that are particularly injurious or have indiscriminate effects. There are more than one hundred million anti-personnel land-mines scattered in 64 countries globally. [Excessive military spending is one of the main constraints for development.] [At the same time, maintenance of national security and peace [is an important factor] [is essential] for economic growth and development and the empowerment of women.] (Note: Social Summit para. 70.)

103 bis. [International stability and security are prerequisites for economic growth and development. In the new international setting, military strength is no guarantee of security. The effects of mass migration, crime, the drug problem, disease, human rights violations, environmental degradation, pressures of population growth and underdevelopment transcend national borders. These new challenges to peace and security have implications at the local, regional and global levels.]

104. During times of armed conflict and the collapse of communities, the role of women is crucial. They often work to preserve social order in the midst of armed and other conflicts. [Women make an important but often unrecognized contribution as peace educators both in the family/families and society.]

New 104 bis. Education to foster a culture of peace that upholds justice and tolerance for all nations and peoples is essential to attaining lasting peace and should be begun at an early age. It should include elements of conflict resolution, mediation, reduction of prejudice, and respect for diversity.

104 bis. In addressing armed or other conflicts, an active and visible policy of mainstreaming a gender perspective into all policies and programmes should be promoted so that before decisions are taken an analysis is made of the effects on women and men respectively.

Strategic objective E.1. Increase and strengthen the participation of women in conflict resolution and decision-making and leadership in peace and security activities and protect women in armed and other conflicts including [foreign occupation]

Actions to be taken

105. By Governments and international and regional intergovernmental institutions:

(a) [Take action to establish a critical mass to promote gender balance and to ensure equal participation of women with due regard to equitable geographical distribution numerically at all levels and ensure that opportunities are made available for qualified women to participate in all United Nations forums and peace activities at ambassadorial and decision-making levels, including the United Nations Secretariat;]

(b) Strengthen the role of women and increase the percentage of women at all decision-making levels in national and international institutions which may make or influence policy with regard to matters related to peace-keeping, [peace building, fact-finding and preventive diplomacy activities,] [including observer missions] and in all stages of peace mediation and negotiations; [in line with the specific recommendations by the Secretary-General in his "Strategic Plan of Action for the Improvement of the Status of Women, 1995-2000;"]

(d) Integrate a [gender perspective] in the result of armed or other conflicts in [foreign occupation] and aim for gender balance when promoting candidates for judicial and other positions in such international bodies as war crime tribunals, [including the United Nations International Tribunals for the former Yugoslavia and for Rwanda,] the International Court of Justice [as well as others related to peaceful settlement of disputes.]

(New (d) bis.) Ensure that these bodies are able to properly address gender issues by providing appropriate training to prosecutors and judges and other officials on handling cases involving rape [and its consequences], [forced pregnancy], indecent assault and other forms of violence against women [in armed conflicts and foreign occupation and integrate a gender perspective into their work.] Strengthen the

participation of women in processes of national reconciliation and reconstruction after all forms of conflict.

Strategic objective E.2. [Reduce military expenditures and control the availability of armaments] [Reduce and eliminate the availability of instruments of violence against women]

Actions to be taken

106. By Governments:

(a) Increase and hasten, as appropriate to national security considerations, the conversion of military resources and related industries to [development/peaceful] purposes;

(b) Undertake to explore new ways of generating new public and private financial resources, inter alia, through the appropriate reduction of excessive military expenditures, including global military expenditures and arms trade, and investments for arms production and acquisition, taking into consideration national security requirements, so as to allow possible allocation of additional funds for social and economic development; (Social Summit, commitment 9, para. (g));

(c) [Submit data to the United Nations Register of Conventional Arms, consider expanding the Register to widen the scope of weapons covered.] Improve the universality of the United Nations Register of Conventional Arms as an effective measure for building confidence at the global level. [and include in their annual reports information on military holdings and procurement through national production;] Register, and ultimately eliminate, offensive weapons development, production, deployment and sales and, as a first step, expand the United Nations Register of Conventional Arms to include production and marketing], making reporting obligatory, and to include all types of weapons, such as nuclear, chemical and biological weapons;

(c) bis. [Recognize and address the dangers to society of armed conflict, the excessive production and illicit trade of arms, linked to money-laundering and the sale of arms that are particularly injurious or have indiscriminate effects, terrorism, violence, crime, the production and use, recognizing similarly trafficking, of illicit drugs and trafficking in women and children.] While acknowledging legitimate national defence needs, the dangers to society of armed conflict, the negative effect of excessive military expenditures, trade in arms, especially of those arms that are particularly injurious or have indiscriminate effects, and excessive investment for arms production and acquisition should be recognized and addressed. Similarly, the need to combat illicit arms trafficking, violence, crime, the production, use and trafficking of illicit drugs, and trafficking in women and children should be recognized; (Social Summit, chap. V, para. 70).

(d) [Immediately adopt/Consider the adoption of] a moratorium on the export and planting of anti-personnel land-mines, and facilitate the transfer of mine clearance technology without restriction or discrimination; and undertake to destroy current stockpiles of anti-personnel land-mines; promote assistance in mine clearance, in particular to promote scientific research aimed at rapid advancement of mine detection and clearance technology, and consider ratifying the 1981 United Nations Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects, including its Protocol II on the Use of Mines;

(e) [Promote the elimination of all weapons of mass destruction, especially nuclear weapons.]

Strategic objective E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations

Actions to be taken

106 bis. By Governments:

( ) Consider the ratification of or accession to international instruments containing provisions relative to the protection of women and children in armed conflicts, including the Geneva Convention relative to the Protection of Civilian Persons in Time of War, the Protocol Additional to the Geneva Conventions relating to the Protection of Victims of International Conflicts and the Additional Protocol relating to the Protection of Victims of Non-International Armed Conflicts;

( ) Respect fully the norms of international humanitarian law in armed conflicts, and take all measures required for the protection of women and children, in particular against rape, forced prostitution and any other form of indecent assault.

107. By Governments and international and regional organizations:

(new (a) bis.) Reaffirm the right of self-determination of all peoples, in particular of peoples under colonial or other forms of alien domination or foreign occupation, and the importance of the effective realization of this right, as enunciated, inter alia, in the Vienna Declaration and Programme of Action adopted at the World Conference on Human Rights;

(a) Encourage diplomacy, [preventive diplomacy,] negotiation and peaceful settlement of disputes in accordance with the Charter of the United Nations in particular Article 2, paragraphs 3 and 4;

(c) [Consider the establishment of a special United Nations unit for third-party conflict prevention and resolution and the gender composition of any such unit;]

(c) bis. Urge the identification and condemnation of the systematic practice of rape and other forms of inhuman and degrading treatment of women as a deliberate instrument of war and ethnic cleansing and take steps to assure that full assistance is provided to the victims of such abuse for their physical and mental rehabilitation (Cairo, 4.10);

(d) [Declare that rape in the conduct of armed conflict can constitute a war crime and a crime against humanity and under certain circumstances may constitute an act of genocide, and take all measures required for the protection of women and children, and strengthen mechanisms to investigate and punish rape, and other such acts;]

(New (d) bis (formerly (g) ter.)) Uphold and reinforce standards set out in international humanitarian and international human rights instruments to prevent all forms of violence against women in situations of armed and other types of conflict and undertake full investigations of all acts of violence against women committed during war, in particular [systematic rape] and sexual slavery, prosecute all criminals responsible for war crimes against women and provide full redress to women victims;

(d) bis. [Call upon the international community to condemn and act against terrorism;]

( ) Take action to investigate and punish members of the police, security, armed forces and others who perpetrate acts of violence against women, violations of [international humanitarian law,] and violations of the human rights of women [who violates the human rights of women] in situations of armed conflict;

(g) Take into account gender-sensitive concerns in developing training programmes for all relevant personnel on international humanitarian law and [international] human rights awareness and recommend such training for those involved in United Nations peace-keeping and humanitarian aid, with a particular view to preventing violence against women.

(g) bis. [Encourage the elimination of and abstain from adopting unilateral coercive measures, in violation of international law and the Charter of the United Nations, that go against the population of affected countries and, in particular, women and that could provoke situations leading to conflicts.]

(g) ter. [Take measures in accordance with international law [and legitimacy] with a view to alleviating the negative impact of economic sanctions on women and children.]

Strategic objective E.4. Promote women's contribution to fostering a culture of peace

Actions to be taken

108. By Governments, international and regional intergovernmental institutions and non-governmental organizations:

(a) Promote peaceful conflict resolution and peace, reconciliation and tolerance through education, training, community actions and youth exchange programmes in particular for young women;

(b) Give priority in the support provided to research institutions and agencies, to programmes and projects related to peace and security that take into account gender and encourage images of men and boys that reward non-violent conflict resolution;

(c) [Use future/During future] reviews of the implementation of the plan of action for the United Nations Decade for Human Rights Education (1995-2004), take into account the results of the Fourth World Conference on Women;

(d) Encourage the future development of peace research involving the participation of women to examine the impact of armed conflict on women and children, and the nature and contribution of women's participation in national, regional and international peace movements; engage in research and identify innovative mechanisms for containing violence and for conflict resolution for public dissemination, for use by women and men;

(d) bis Develop and disseminate research on the physical, psychological, economic and social effects of armed conflicts on women, particularly young women and girls, with a view to developing policies and programmes to address the consequences of conflicts.

Strategic objective E.5. Provide protection, assistance and training to refugee and displaced women [including internationally displaced women]

Actions to be taken

109. By Governments, intergovernmental and non-governmental organizations and other institutions involved in providing protection, assistance and training to refugees and [internally] displaced persons, inter alia, the United Nations High Commissioner for Refugees and the World Food Programme, as appropriate;

(a) Take steps to ensure that women are fully involved in the planning, design, implementation, monitoring and evaluation of all short-term and long-term projects and programmes providing assistance to refugees and [internally] displaced women, including the management of refugee camps and resources. Ensure that refugees and displaced women and girls have direct access to services provided.

(a) bis Offer adequate protection and assistance to displaced women and children within their country and find solutions to the root causes of their displacement in view of preventing it and, when appropriate, facilitate return or resettlement; (Cairo, 9.20)

(b) Take steps to protect the safety and physical integrity of refugee and [internally] displaced women during their displacement and upon their return to their communities of origin, including programmes of rehabilitation; take effective measures to protect from violence women who are refugees or displaced hold an impartial and thorough investigation of any such violations and bring those responsible to justice;

(b) bis [Take all the necessary steps to ensure the right of refugee and displaced women to safe and protected return to their homes;]

(b) ter (formerly (e) bis) Take measures, at the national level with international cooperation as appropriate, in accordance with the Charter of the United Nations, to find lasting solutions to questions related to internally displaced women, including their right to voluntary and safe return to their home of origin; (Cairo, 9.25) (Social Summit Programme of Action, para. 76 (d))

(c) [Take account of the specific needs and resources of refugee and displaced women and children, especially their access to appropriate and adequate food, water, shelter and health care services including reproductive health services, in the provision of emergency relief and longer term assistance] [Ensure that the international community and the international organizations provide financial and other resources to Governments in [countries of asylum] in order to provide emergency relief and longer term assistance that takes into account the specific needs and resources of refugee and displaced women and children, especially their access to appropriate and adequate food, water, shelter and health care services including reproductive health services] [including vaccinations; provision of basic medicines and medicines related to tropical diseases, such as malaria and typhoid fever; full maternity care, including prenatal and postnatal care; dental care; and reproductive health care];

(c) bis Facilitate the availability of educational material, in the appropriate language, also in emergency situations in order to minimize disruption of schooling among refugee and displaced children;

(d) Apply international norms to ensure equal access and equal treatment of women and men in refugee determination procedures and the granting of asylum, including full respect and strict observation of the principle of non-refoulement [particularly for women and child refugees] through, inter alia, bringing national immigration regulations into conformity with relevant international instruments, and consider [gender factors in] recognizing as refugees those women whose claim to refugee status is based [upon well-founded fear of persecution through sexual violence/gender factors for] [on] reasons

enumerated in the 1951 Geneva Convention relating to the Status of Refugees and the 1967 Protocol and provide access to specially trained officers, including female officials, to interview women regarding sensitive or painful experiences, such as sexual assault;

(d) bis [Support and promote efforts] by States towards [Consider] the development of criteria and guidelines on responses to persecution specifically aimed at women, by sharing information on States' initiatives to develop such criteria and guidelines and by monitoring to ensure their fair and consistent application;

(e) Promote the self-reliant capacities of refugee and [internally] displaced women, and provide programmes for women, particularly young women, in leadership and decision-making within refugee and returnee communities;

(f) Ensure that the human rights of refugee and displaced women are protected and that refugee and displaced women are made aware of these rights. Ensure that the vital importance of family reunification is recognized;

new (f) Consider establishing educational programmes for girls and boys to foster a culture of peace, focusing on conflict resolution. [These programmes should promote, among other things, positive models for men and boys that encourage them to use non-violent means to settle conflicts.]

(g) [Adopt special measures as appropriate to provide women who have been determined to be refugees with vocational/professional training programmes, including in those programmes language training, small-scale enterprise development training, planning and counselling on all forms of violence against women, including rehabilitation programmes for victims of torture and trauma, and substantially increase the international contribution to general programmes for assistance to refugees particularly in countries which host the largest number of refugees;] (see Social Summit Programme of Action, paras. 27 and 76 (c)).

(i) Raise public awareness of the contribution made by refugee women to their countries of resettlement; promote understanding of their human rights and of their needs and abilities; and encourage mutual understanding and acceptance through educational programmes promoting cross-cultural and interracial harmony;

new (j) [Provide basic and support services to women who are displaced from their place of origin as a result of terrorism, violence, drug trafficking or other reasons linked to violence situations;]

new (k) Develop awareness of women's [international] human rights and provide, as appropriate, human rights education and training to military and police personnel operating in armed conflict areas and areas where there are refugees;

109 bis. By Governments:

(c) Disseminate and implement the UNHCR Guidelines on the Protection of Refugee Women and the Guidelines on Evaluation and Care of Victims of Trauma and Violence, or similar guidance, in close cooperation with refugee women, in all sectors of refugee programmes;

(g) [Protect women and children who migrate as family members from abuse or denial of their human rights by sponsors and consider extending their stay, should the family relationship dissolve, within the limits of national legislation;]

New strategic objective E.6. Provide assistance to the women of the colonies

Actions to be taken

109 bis. By Governments, intergovernmental and non-governmental organizations:

new (a) [Support and promote the recognition and implementation of the universal right of all peoples to self-determination and ensure that, by virtue of that right, they freely determine their political status and freely pursue their economic, social and cultural development, taking into account the interests of the women from the colonies and providing special programmes in leadership and in training for decision-making;]

new (b) [Raise public awareness through the mass media, education at all levels and special programmes to create a better understanding of the situation of women of the colonies;]

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STRATEGIC OBJECTIVES AND ACTIONS

F. Inequality in women's access to and participation in the definition of economic structures and policies [and the productive process itself] [Economic potential and independence of women] [Gender equality in the economic structures, policies and in all forms of productive activity]

110. There are considerable differences in women's and men's access and opportunities to exert power over economic structures in their societies. In most parts of the world, women are virtually absent from or are poorly represented in economic decision-making, including the formulation of financial, monetary, commercial and other economic policies, as well as tax systems and rules governing pay. Since it is often within the framework of such policies that individual men and women make their decisions, inter alia, on how to divide their time between remunerated and unremunerated work, the actual development of these economic structures and policies has a direct impact on women's and men's access to economic resources, their economic power and consequently the extent of equality between them at the individual and family levels as well as in society as a whole.

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111. In many regions, women's participation in paid work increased in both the formal and non-formal labour markets and changed during the past decade. [While they continued to work in agriculture and fisheries, they also became increasingly involved in micro, small and medium-scale enterprises and became more dominant in the expanding informal sector. On the negative side, they were impelled into the workplace by economic hardship and became preferred workers, often with low pay and poor working conditions, because they were seen as easier to subordinate. On the positive side, some entered the work force by choice as they became more aware of the rights.] [In other regions, women's participation in economic life changed as part of the restructuring process that resulted in a loss of jobs for many professional and skilled women.] Gender segregation employment is still the dominant pattern of the economy, and the gaps between female and male wages for work of equal value continue to be prevalent both in the private and public sectors. Women have increasingly become owners and managers of small and medium-scale enterprises but remain underrepresented in economic decision-making at both the national and international levels. Similarly, women and gender concerns are largely absent from the policy formulation process in the multilateral institutions [that define the terms of structural adjustment programmes, loans and grants].

[112. Women's participation in remunerated economic life in the formal and informal sectors has changed and increased significantly in recent times, and has been affected by changes in national and global economies. While some have made gains in income and job opportunities, others have not; indeed, for some, the situation has worsened, particularly those who have been impelled into the workplace by economic hardship.]

113. bis Discrimination in education and training, in hiring and remuneration, and in promotion and horizontal mobility practices, as well as inflexible working conditions, a lack of access to productive resources, the inadequate sharing of family responsibilities and a lack of such services as child care [facilities] continue to restrict women's employment, economic, professional and other mobility and to make their involvement most stressful. Moreover, attitudinal obstacles inhibit women's participation in developing economic policy and [in some regions, restrict girls' access to] education and training for economic management. [Women's share in the labour force continues to rise and almost everywhere women are working more outside the household, although there has not been a parallel lightening of responsibility for unremunerated work in the household and community. Women's income is becoming increasingly necessary to households of all types. In some regions, there has been a growth in women's entrepreneurship and other self-reliant activities, particularly in the informal sector. In many countries, women are the majority of workers in non-standard work, such as temporary, casual, multiple part-time, contract and home-based employment.]

[114. Women migrants, especially domestic workers, contribute to the economy of the sending country through their remittances and at the same time contribute to the economy of the receiving country by taking over the domestic work of women nationals who are then able to engage in productive work in the receiving country.]

115. Insufficient attention to gender analysis has meant that women's contributions and concerns remain too often ignored in economic structures, such as financial markets and institutions, labour markets, economics as an academic discipline, economic and social infrastructure, taxation and social security systems, as well as in families and households. As a result, many policies and programmes may continue to contribute to inequalities between women and men. Where progress has been made in integrating gender perspectives, programme and policy effectiveness has also been enhanced.

116. Although many women have advanced in economy structures, for the majority of women, particularly those who face additional barriers, continuing obstacles have hindered their ability to achieve economic autonomy and to ensure sustainable livelihoods for themselves and their dependants. Women are active in a variety of economic areas that they often combine, ranging from wage labour and subsistence farming and fishing to the informal sector. However, legal and customary barriers to the ownership of or access to land, natural resources, capital, credit, technology and other means of production, as well as wage differentials, contribute to impeding the economic progress of women. [The value of women's unremunerated contribution to the economy, whether working [in the home], in agriculture, food production, in family enterprises, community service or [domestic work], is still often undervalued and unrecorded and therefore not reflected in current labour statistics and national accounts.] Progress is needed in statistical concepts and methods of measuring and [valuing] unremunerated productive activity in the development of economic and social policy.

117. [Such unremunerated work as caring for children and the elderly, housework and voluntary work is of great social importance and a basis for the welfare of the family, and should be recognized. A disproportionate part of this unremunerated work is done by women].

118. [Although some new employment opportunities have been created for women as a result of [recent economic events] [the globalization of the economy], there are also trends that have exacerbated inequalities between women and men. In some cases, large-scale globalization is undermining women's self-reliant initiatives in savings, production and trade. In some regions, the international and gender division of labour has often reinforced the segregation of women into a limited number of occupations.]

119. These trends have been characterized by low wages, little or no labour standards protection, poor working conditions, particularly with regard to women's occupational health and safety, low skill levels, and a lack of job and social security, in both the formal and informal sectors. Women's unemployment is a serious and increasing problem in many countries and sectors. Young informal and rural sector workers and migrant female workers remain the least protected by labour and immigration laws. Women, particularly those who are heads of households with young children, have limited employment opportunities for reasons including inflexible working conditions and inadequate sharing by men and by society of family responsibilities.

120. [In countries that are undergoing fundamental political, economic and social transformation, the skills of women have constituted a major contribution

to the economic life of their countries, but these skills are not well utilized in the emerging new economies.]

121. Lack of employment in the private sector and reductions in public services and public service jobs have affected women disproportionately. In some countries, women take on more unpaid work [by replacing public services], such as the care of children and those who are ill or elderly and in compensating for lost household income [particularly when public services are not available]. In many cases, [employment creation strategies, however, have tended to focus on traditional male occupations and sectors].

[122. For those women in paid work, many experience obstacles that prevent them from achieving their potential. While some women are increasingly found in lower levels of management, attitudinal discrimination often prevents them being promoted further. The experience of sexual harassment is both an affront to a worker's dignity and prevents women from making a contribution commensurate with their abilities. The lack of a family-friendly work environment, including the lack of appropriate and affordable child care and inflexible working hours, further prevent many women from achieving their full potential.]

123. In the private sector, including in transnational and national enterprises, women are largely absent from management and policy levels, denoting discriminatory hiring and promotion policies and practices. The unfavourable work environment as well as the limited number of employment opportunities available have led many women to seek alternatives. Women have increasingly become self-employed and owners and managers of micro, small and medium-scale enterprises. The expansion of the informal sector, in many countries, and of self-organized and independent enterprise is in large part due to women, whose [collaborative, self-help and traditional practices and] initiatives in production and trade represent a vital economic resource. When they gain access to and control over capital, credit and other resources, technology and training, women can increase production, marketing and income for sustainable development.

124. Taking into account the fact that continuing inequalities and noticeable progress coexist, rethinking employment policies is necessary in order to integrate the gender perspective and to draw attention to a wider range of opportunities as well as to address any negative gender implications of current patterns of work and employment. To fully realize equality between women and men in their contribution to the economies, active efforts are required for recognizing equal appreciation and influence in society of the work, experience, knowledge and values of both women and men.

125. In addressing the economic potential and independence of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes.

Strategic objective F.1. [Promote women's self-reliance and guarantee economic opportunities for women]

[Secure economic rights for women]

Actions to be taken

126. By Governments:

(a) Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value;

(b) Adopt and implement laws against discrimination based on sex, age, race [and religion] in the labour market, in hiring and promotion, the extension of employment benefits and social security, and working conditions. Eliminate discriminatory practices by employers and take appropriate measures in consideration of women's reproductive role and functions, such as the denial of employment and dismissal due to pregnancy or breast-feeding, or requiring proof of contraceptive use, and take effective measures to ensure that pregnant women, women on maternity leave or re-entering the labour market after childbearing are not discriminated against;

(c) Devise mechanisms and apply positive action that enable women to gain access to full and equal participation in the formulation of policies and the definition of structures through such bodies as ministries of finance and trade, national economic commissions, economic research institutes and other key agencies, as well as through their participation in appropriate international bodies;

(d) Undertake legislative and administrative reforms to give women full and equal rights and access [equitable rights] to economic resources, including the rights to ownership of land and other property, credit, inheritance, natural resources and appropriate technology;

(e) Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;

(f) Develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent, and distribution of unremunerated work, particularly work in caring for dependents and unremunerated work done for family farms or business, and encourage the sharing and disseminating of information on studies and experience in this field, including on the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from but made consistent with core national accounts;

(g) Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis;

(h) [Take efforts to facilitate more open and transparent budget processes];

(i) [Empower documented migrant women (including those determined to be refugees according to the Geneva Convention) by early integration strategies to contribute their skills, knowledge and potential to their host country];

(j) Revise, implement and enact national policies that support the traditional savings, credit and lending mechanisms for women;

(k) Establish [advisory boards] mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;

(l) Seek to ensure that national policies related to international and regional trade agreements do not aggressively impact women's new and traditional economic activities;

(m) [Ensure that transnational corporations comply with national laws and codes, social security regulations and other relevant laws];

(n) Adjust employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities;

(o) Enact and enforce equal opportunity laws, take positive action and ensure compliance by the public and private sectors through various means [such as contract compliance regulations];

(p) Use gender-impact analysis in the development of economic and social policies in order to monitor such impact, restructuring policies in cases where harmful impact occurs;

(q) Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields;

(r) Reform laws or enact national policies that support the establishment of labour laws to ensure the protection of all women workers, including safe work practices, the right to organize and access to courts.

Strategic objective F.2. Take positive action to facilitate women's equal access to resources, employment, markets and trade

Actions to be taken

127. By Governments:

(a) Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to that of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;

(b) Strengthen the incentive role of the State as employer to develop a policy of equal [equitable] opportunities between women and men;

(c) Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures;

(d) Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas;

(e) Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production, such as farming, fishing and aquaculture as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;

(f) Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimize their access to necessary services;

(g) Increase the proportion of women extension workers and other government personnel who provide technical assistance or administer economic programmes;

(h) Review, reformulate if necessary and implement policies, including business, commercial and contract law and government regulations, to ensure that they do not discriminate against small and medium-scale enterprises owned by women in rural and urban areas;

(i) Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets;

(j) Seek to ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas;

(k) Remove the policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative.

128. By Governments, central banks and national development banks, and private banking institutions, as appropriate:

(a) Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions;

(b) Mobilize the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas, and include women in their leadership, planning and decision-making;

(c) Structure services to reach rural and urban women involved in small, micro and medium-scale enterprises, with special attention to young, low-income, ethnic and racial minority, and indigenous women who lack access to capital and assets;

(d) Expand women's access to financial markets by identifying and encouraging financial supervisory and regulatory reforms that support direct and indirect efforts on the part of financial institutions to better meet the credit and other financial needs of the micro, small and medium-scale enterprises of women;

(e) Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water supply and sanitation, electrification and energy conservation, transportation and road construction. Promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure jobs access and contracts.

129. By Governments and non-governmental organizations:

(a) Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields;

(b) Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families and communities.

130. By multilateral funders, regional development banks, and bilateral and private funding agencies, at the international, regional and subregional levels:

(a) Review, where necessary reformulate, and implement policies, programmes and projects to ensure that a higher proportion of resources reach women in rural and remote areas [without attendant conditions that could place women under pressure to act against their ethical and religious values];

(b) Develop flexible funding arrangements to finance intermediary institutions that target women's economic activities, and promote self-sufficiency and increased capacity in and profitability of women's economic enterprises;

(c) Develop strategies for international [development] financial institutions and regional development banks to consolidate and strengthen their assistance to the micro, small and medium-scale enterprise sector, and work together with bilateral agencies to coordinate and enhance the effectiveness of this sector, drawing upon the expertise and financial resources from within their own organizations as well as from bilateral agencies, Governments and non-governmental organizations.

131. By international, multilateral and bilateral development cooperation organizations:

Support, through the provision of capital and/or resources, financial institutions that serve low-income, small and micro-scale women entrepreneurs and producers in both the formal and informal sectors.

132. By Governments and/or multilateral financial institutions:

Review the rules and procedures of formal national and international financial institutions that obstruct replication of the Grameen Bank prototype.

133. By international organizations:

[Seek to] provide adequate support for programme and projects designed to promote sustainable and productive entrepreneurial activities among women, in particular the disadvantaged.

Strategic objective F.3. Provide business services and access to markets, information and technology to low-income women

Actions to be taken

134. [By Governments in cooperation with non-governmental organizations at the community and national levels and the private sector]:

(a) Provide more public infrastructure to [ensure] facilitate equal market access for women and men entrepreneurs;

(b) Develop programmes that provide training and retraining, particularly in new technologies and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business;

(c) Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities;

(d) Create non-discriminatory services for women's businesses and target women, particularly low-income women, in trade promotion programmes;

(e) Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary for such success; facilitate networking and the exchange of information;

(f) Take measures to ensure the equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;

(g) Provide affordable support services, such as quality, flexible and affordable child-care services, that take into account the needs of working men and women.

135. By local, national, regional and international business organizations and non-governmental organizations concerned with women's issues:

Advocate, at all levels, for the promotion and support of women's businesses and enterprises, including those in the informal sector, and the equal access of women to productive resources.

Strategic objective F.4. Strengthen women's economic capacity and commercial networks

Actions to be taken

136. By Governments:

(a) Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self-help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas;

(b) Design special programmes for women that are affected by economic restructuring [and structural adjustment programmes] or by the process of transition to market economies and for women who work in the informal sector;

(c) Adopt policies that strengthen women's self-help groups and workers' associations through non-conventional forms of support;

(d) Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities;

(e) Use the research of economists, scientists and technologists to promote gender equality, and support the economic activities of indigenous women to improve their conditions and development and secure their safe interaction with larger economies;

(f) [Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home];

(g) Recognize and encourage the contribution of research by women scientists and technologists;

(h) Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.

137. By encouraging financial intermediaries, national training institutes, credit unions, non-governmental organizations, women's associations, professional organizations and the private sector, as appropriate, to:

(a) Provide training at the national, regional and international levels in a variety of business-related and financial management and technical skills to enable women, especially young women, to participate in economic policy-making at those levels;

(b) Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality control, to women's business enterprises, including in export sectors of the economy;

(c) Promote technical and commercial links and establish joint ventures among women entrepreneurs at the national, regional and international levels to support community-based initiatives;

(d) Strengthen women's participation in production and marketing cooperatives by providing marketing and financial support, especially in rural and remote areas, including marginalized women;

(e) Promote and strengthen women's micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, in rural and urban areas;

(f) Invest capital and develop investment portfolios to finance women's business enterprises;

(g) Give adequate attention to providing technical assistance, advisory services, training and retraining for women connected with the entry to the market economy;

(h) Support credit networks and innovative ventures, including traditional savings schemes;

(i) Provide networking arrangements for entrepreneurial women, including opportunities for the mentoring of inexperienced women by the more experienced;

(j) Encourage community organizations and public authorities to establish loan pools for women entrepreneurs, drawing on successful small-scale cooperative models.

138. By [transnational and national corporations] [by the private sector]:

(a) Adopt policies and establish mechanisms to grant contracts on a non-discriminatory basis;

(b) Recruit women for leadership, decision-making and management, and provide training programmes, all on an equal basis with men;

(c) Observe national labour environment, consumer, health and safety laws, particularly those that affect women.

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination

Actions to be taken

139. By Governments, employers, employees, trade unions and women's organizations:

(a) Safeguard and promote respect for basic workers' rights, including the prohibition of forced labour and child labour, freedom of association, and the rights to organize and bargain collectively, equal remuneration for men and women for work of equal value, and non-discrimination in employment, with full respect for the conventions of the International Labour Organization in the case of States Parties to those conventions, and taking into account the principles embodied in those conventions in the case of those countries that are not States Parties, so as to thus achieve truly sustained economic growth and sustainable development;

(b) [Implement and enforce laws, regulations and codes of conduct that extend international labour standards and workers' rights to female workers in expert processing zones];

(c) [Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in case of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, sexual orientation and parental status in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, including legal protection against sexual and racial harassment];

(d) Enact and enforce laws and develop workplace policies against age and gender discrimination in the labour market, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws;

(e) Eliminate discriminatory practices by employers on the basis of women reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast-feeding responsibilities;

(f) [Facilitate the productive employment of documented migrant women [including women determined to be refugees according to the Geneva Convention, through greater recognition of foreign education and credentials, by adopting an integrated approach to the labour market and through training that incorporates language training];

(g) [Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women and those affected by structural adjustment programmes, including self-employment];

(h) Implement and monitor positive public and private-sector employment equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups, with respect to employment, hiring, retention and promotion, and vocational training of women in all sectors;

(i) Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management position, by enacting other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility at the labour market, and by stimulating the diversification of occupational choices by both women and men. Encourage women to take up non-traditional jobs, especially in science and technology, [and encouraging men to seek employment in the social sector];

(j) Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and improving working conditions;

(k) Promote the election of women trade union officials and ensure that all elected to represent women are given job protection and physical security in connection with the discharge of their functions;

(l) Ensure their access to and develop special programmes to enable women with disabilities to obtain and retain employment, and ensure their access to education and training at all proper levels, in accordance with the United Nations Standard Rules on the Equalization of Opportunities for People with Disabilities. Adjust, to the extent possible, working conditions in order to suit the needs of women with disabilities, who should be secured legal protection against unfounded job loss on account of their disabilities;

(m) Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work or work of equal value through strengthening legislation, including compliance with international labour and standards, and encourage job evaluation schemes with gender-neutral criteria;

(n) Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination;

(o) Set specific target dates for eliminating all forms of child labour that are contrary to accepted international standards, ensure the full enforcement of all relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the

Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular street children, through the provision of appropriate health, education and other social services;

(p) Ensure that strategies for eliminating child labour recognize the excessive demands made on some girls for unpaid work in the household;

(q) Review and analyse [reformulate] the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings.

Strategic objective F.6. [Create a flexible work environment]

[Actions to be taken]

[Better harmonization work and family responsibilities for women and men]

140. By Governments:

(a) [Adopt policies to extend the protection of labour and social security laws to part-time and temporary jobs and to seasonal and home-based workers, and enact laws to promote career development based on flexible work conditions];

(b) [Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of their access to working conditions, employment and social security];

(c) [Enact and enforce laws that grant parental leave and parental benefits to both women and men, and promote the equitable sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement];

(d) [Ensure, though appropriate legislation, incentives and/or encouragements and adequate opportunities for women and men to take parental leave and receive parental benefits];

(e) Develop policies, among others, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibilities between women and men as equal partners at work and in the home, particularly in relation to the care of children and the elderly;

(f) Improve the development of and access to technologies that facilitate occupational as well as domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;

(g) Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national

priorities and policies, to determine how to promote gender quality and flexibility in the way people divide their time between and derive benefit from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.

141. By Governments, the private sector and non-governmental organizations, trade unions and the United Nations, as appropriate:

(a) Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment and retirement benefits, have transferable employment benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers;

(b) Provide and design educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family, and provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements;

(c) Enact and enforce laws against sexual and other forms of harassment in all workplaces.

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Addendum

Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

G. Inequality between men and women in the sharing of power [family responsibilities] and decision-making at all levels [shared power: women in decision-making]

128. The Universal Declaration of Human Rights states that everyone has the right to take part in their Government. The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. The power relations that impede women's attainment of fulfilling lives operate at many levels of society, from the most personal to the highly public. Achieving the goal of the equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society [and is a prerequisite for a proper functioning of democracy.] [and promotes a proper functioning of democracy.] Equality in political decision-making performs a leverage function without which it is highly unlikely that a real integration of the equality dimension in government policy-making is feasible. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand of simple justice or democracy but can also

be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

129. Despite the widespread movement towards democratization, women are largely underrepresented at most levels of government, especially in ministerial and other executive bodies, and have made little progress in attaining political power in legislative bodies or in achieving the target endorsed by the Economic and Social Council of 30 per cent women in positions at decision-making levels by 1995. Globally, only 10 per cent of the members of legislative bodies and a lower percentage of ministerial positions are now held by women. Indeed, some countries, including those that are undergoing fundamental political, economic and social changes, have seen a significant decrease in the number of women represented in legislative bodies. Although women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all Member States of the United Nations, women continue to be seriously underrepresented as candidates for public office. [The cultures of many] [These] political parties and government structures can be barriers to women's participation in public life. Women may be discouraged from seeking political office due to discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. Women in politics and decision-making positions in Governments and legislative bodies contribute to redefining political priorities, placing new items on the political agenda that reflect and address women's gender-specific concerns, values and experiences, and providing new perspectives on mainstream political issues.

130. Women have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, socialization and negative stereotyping of women and men, including stereotyping through the media, reinforces the tendency for political decision-making to remain the domain of men. Likewise, the underrepresentation of women in decision-making positions in the areas of art, culture, sport, media, education, religion and law have prevented women from having a significant impact on many key institutions.

131. Due to their limited access to the traditional avenues to power, such as the decision-making bodies of political parties, employer organizations and trade unions, women have gained access to power through alternative structures, particularly in the non-governmental organization sector. Through non-governmental organizations and grass-root organizations, women have been able to articulate their interests and concerns and have placed women's issues on the national, regional and international agendas.

132. Inequality in the public arena can often start [within the family when power relations between men and women are unbalanced] with discriminatory attitudes and practices within the family. The unequal division of labour and responsibilities within households based on unequal power relations also limits women's potential to find the time and develop the skills required for participation in decision-making in wider public forums. A more equal sharing of those responsibilities between women and men not only provides a better quality of life for women and their daughters but also enhances their

opportunities to shape and design public policy, practice and expenditure so that their interests may be recognized and addressed. Non-formal networks and patterns of decision-making at the local community level that reflect a dominant male ethos restrict women's ability to participate equally in political, economic and social life.

133. The low proportion of women among economic and political decision makers at the local, national, regional and international levels reflects structure and attitudinal barriers that need to be addressed through positive measures. Governments, transnational and national corporations, the mass media, banks, academic and scientific institutions, and regional and international organizations, including those in the United Nations system, do not make full use of women's talents as top-level managers, policy makers, [diplomats and negotiators.]

134. The equitable distribution of power and decision-making at all levels is dependent on Governments and other actors undertaking statistical gender analysis and mainstreaming a gender perspective in policy development and the implementation of programmes.

135. National, regional and international statistical institutions still have insufficient knowledge of how to present the issues related to the equal treatment of women and men in the economic and social spheres. In particular, there is insufficient use of existing databases and methodologies in the important sphere of decision-making.

136. In addressing the inequality between men and women in the sharing of power and decision-making at all levels, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes so that before decisions are taken, an analysis is made of the effects for women and men respectively.

Strategic objective G.1. Take special measures to ensure women's equal access to and full participation in power structures and decision-making

Actions to be taken

137. By Governments:

(a) Commit themselves to establishing the goal of gender balance in governmental bodies and committees, as well as in public administrative entities, and in the judiciary, including setting specific targets and implementing measures to substantially increase the number of women with a view to achieving the equal representation of women and men in all governmental and public administration positions;

(b) [Consider measures in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and levels as men;]

(c) Protect and promote the equal rights of women and men to political activities and freedom of association, including membership in political parties and trade unions;

(d) Review the differential impact of [electoral systems] on the political representation of women in elected bodies and consider, where appropriate, the adjustment or reform of those systems;

(e) Monitor and evaluate progress on the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions in the public and private sectors, and disseminate data on the number of women and men employed at various levels in Governments on a yearly basis; ensure that women and men have equal access to the full range of public appointments and set up mechanisms within the governmental structures for monitoring progress in this field;

(f) Support non-governmental organizations and research institutes that conduct studies on women's participation in and impact on decision-making and the decision-making environment;

(g) [Encourage] Ensure that Government-funded organizations [to] adopt non-discriminatory policies and practices [in order to increase the number and raise the position of women in their organizations;]

(h) [Recognize that shared responsibilities between women and men of work and parental responsibilities promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life;]

(i) Aim at gender balance in the lists of national candidates nominated for election or appointment to United Nations bodies, specialized agencies and other autonomous organizations of the United Nations system, particularly posts at the senior-level.

138. By political parties:

(a) Consider examining party structures and procedures to remove all barriers that directly or indirectly discriminate against the participation of women;

(b) Consider developing initiatives that allow women to participate fully in all internal policy-making structures and appointive and electoral nominating processes;

(c) Consider incorporating gender issues in their political agenda [and ensuring the participation of women in the leadership of political parties so as to accomplish parity and the integration of both genders.]

139. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, research and academic institutions,

subregional and regional bodies, non-governmental and international organizations:

(a) Take positive action to build a critical mass of women leaders, executives and managers [with the requisite qualifications] in strategic decision-making positions;

(b) [Create regulatory bodies and enforcement mechanisms to monitor women's access to senior levels of decision-making;]

(c) Review the criteria for recruitment and appointment to advisory and decision-making bodies and promotion to senior positions to ensure that such criteria are relevant and do not discriminate against women;

(d) Encourage efforts by non-governmental organizations, trade unions and the private sector to achieve equality [and equity] between women and men in their ranks, including equal participation in their decision-making bodies and in negotiations in all areas and at all levels;

(e) Develop communications strategies to promote public debate on the new roles of men and women in society and in the family;

(f) Restructure recruitment and career-development programmes to ensure that all women, especially young women, have equal access to managerial, entrepreneurial, technical and leadership training, including on-the-job training;

(g) Develop programmes for career advancement for women of all ages, that include career planning, tracking, mentoring, coaching, training and retraining;

(h) Encourage and support the participation of women's non-governmental organizations in United Nations conferences and their preparatory processes;

(i) Aim at and support gender balance in the composition of delegations to the United Nations and other international forums.

140. By the United Nations:

(a) [Implement existing and adopt new policies and measures relating to all contracts in order to achieve overall gender parity in employment, particularly at the Professional level, by the year 2000, taking into account equitable geographical distribution in conformity with article 101, paragraph 3, of the United Nations Charter;]

(b) Develop mechanisms to nominate women candidates for appointment to senior posts in the United Nations, the specialized agencies and other organizations and bodies of the United Nations system;

(c) Continue to collect and disseminate quantitative and qualitative data on women and men in decision-making [and analyse their differential impact on decision-making and monitor progress towards achieving the Secretary-General's

target of 50 per cent but at least 40 per cent of managerial and decision-making positions to be held by women by the year 2000.]

141. By women's organizations, non-governmental organizations, trade unions, social partners, producers, industrial and professional organizations:

(a) Build and strengthen solidarity among women through information, education and sensitization activities;

(b) Advocate at all levels to enable women to influence political, economic and social decisions, processes and systems, and work towards seeking accountability from elected representatives on their commitment to gender concerns;

(c) [Establish databases on women and their qualifications for use in appointing women to senior decision-making and advisory positions, for dissemination to Governments, regional and international organizations and private enterprise.]

Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership

Actions to be taken

142. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, subregional and regional bodies, non-governmental and international organizations and educational institutions:

(a) Provide leadership and self-esteem training to assist women and girls, particularly those with special needs, women with disabilities, and women belonging to racial and ethnic minorities to strengthen their self-esteem and to encourage them to take decision-making positions;

(b) Have transparent criteria for decision-making positions and ensure that the selecting bodies have a gender-balanced composition;

(c) Create a system of mentoring for unexperienced women and offer training, including training in leadership and decision-making, public speaking and self-assertion, as well as in political campaigning;

(d) Provide gender-sensitive training for women and men in order to promote non-discriminatory working relationships and respect for diversity in work and management styles;

(e) Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas.

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Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

H. Insufficient mechanisms at all levels to promote the advancement of women

140. National machineries for the advancement of women have been established in almost every Member State to, inter alia, design, promote the implementation of, execute, monitor, evaluate, advocate and mobilize support for policies that promote the advancement of women. National machineries are diverse in form and uneven in their effectiveness, and in some cases have declined. Often marginalized in national government structures, these mechanisms are frequently hampered by unclear mandates, lack of adequate staff, training, data and sufficient resources, and insufficient support from national political leadership.

141. At the regional and international levels, mechanisms and institutions to promote the advancement of women as an integral part of mainstream political, economic, social and cultural development, and of initiatives on development and human rights, encounter similar problems emanating from a lack of commitment at the highest levels.

142. Successive international conferences have underscored the need to take gender factors into account in policy and programme planning. However, in many instances this has not been done.

143. [Regional bodies concerned with the advancement of women have been strengthened, together with international machinery, such as the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women. However, the limited resources available continue to impede full implementation of their mandates.]

144. Methodologies for conducting gender-based analysis in policies and programmes and for dealing with the differential effects of policies on women and men have been developed in many organizations and are available for application but are often not being applied or are not being applied consistently.

145. A national machinery for the advancement of women is the central policy-coordinating unit inside government. Its main task is to support government-wide mainstreaming of a gender-equality perspective in all policy areas. The necessary conditions for an effective functioning of such national machineries include:

(a) Location at the highest possible level in the government, [falling under the responsibility of a Cabinet minister];

(b) [Institutional mechanisms or processes that facilitate, as appropriate, decentralized planning, implementation and monitoring with a view to involving non-governmental organizations and community organizations from the grass roots upwards];

(c) Sufficient resources in terms of budget and professional capacity and opportunity to influence policy development in all government policies.

Strategic objective H.1. Create or strengthen national machineries and other governmental bodies

Actions to be taken

146. By Governments:

(a) Ensure that responsibility for the advancement of women is invested at the highest possible level of government. In many cases, this could be at the level of a Cabinet minister;

(b) Based on a strong political commitment, create a national machinery, where it does not exist, and strengthen, as appropriate, existing national machineries, for the advancement of women at the highest possible level in government, with clearly defined mandates and authority. Critical elements would be adequate resources, ability and competence to influence policy and formulate and review legislation. Among other things, such machinery should perform policy analysis and undertake the advocacy, communication, coordination and monitoring of implementation;

(c) Provide staff training in designing and analysing data from a gender perspective;

(d) Establish procedures to allow the machinery to gather information on government-wide policy issues at an early stage and make continuous use of the machinery in the policy development and review process within the government;

[(e) Report, on a regular basis, to legislative bodies and to the cabinet on the progress of efforts, as appropriate, to mainstream gender concerns, taking into account the implementation of the Platform for Action];

(f) Encourage and promote the active involvement of the broad and diverse range of institutional actors in the public, private and voluntary sectors to work for equality between women and men.

[147. By regional and international organizations, in particular development institutions, especially the Institute for research and training for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM) and bilateral donors:

(a) Provide financial and advisory assistance to national machinery in order to increase its ability to gather information, develop networks and carry out its mandate;

(b) Strengthen international mechanisms to promote the advancement of women through their respective mandates, in cooperation with Governments].

Strategic objective H.2. Integrate gender perspectives in all legislation, public policies, programmes and projects

Actions to be taken

148. By Governments:

[(a) In addressing the issue of mechanisms for the promotion of the advancement of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes so that, before decisions are taken, an analysis is made of their probable effects for women and men respectively];

[(b) Seek to ensure that before policy decisions are taken, [as appropriate] an analysis of their impact on women and men respectively is carried out];

[(c) Systematically review policies, programmes and projects, as well as their implementation, to ensure that they reflect the differential impact of general measures on women and men and their respective contribution to development, taking into account existing

inequalities, develop methods of gender-impact analysis, and introduce practical ways and means for its application at an early stage of the policy development process, [especially in terms of the impact of employment and income policies];

[(d) Regularly review and implement national policies, programmes and projects, as well as their implementation, evaluating the impact of employment and income policies in order to guarantee that women are the direct beneficiaries of development [and that their contribution is considered in national accounts]];

(e) Promote national strategies and aims on equality between women and men in order to eliminate obstacles to the exercise of women's rights and eradicate all forms of discrimination against women;

(f) Work with members of legislative bodies in order to promote a gender perspective in all legislation and policies;

(g) Establish networks of focal points in all ministries and agencies with a mandate to review policies and programmes, and create mechanisms for the focal points to meet regularly with national machinery in order to monitor progress in the implementation of the Platform for Action.

149. By national machinery:

(a) Facilitate the formulation and implementation of government policies on equality between women and men, develop appropriate strategies and methodologies, and promote coordination and cooperation within central government in order to ensure mainstreaming of gender perspective in all policy-making processes;

(b) Promote and establish cooperative relationships with relevant branches of government, centres for women's studies and research, academic and educational institutions, the private sector, the media, non-governmental organizations, especially women's organizations, and all other actors of civil society;

[(c) Undertake activities focusing on legal reform with regard to the family, conditions of employment, social security, income tax, equal opportunity in education, positive measures to promote the advancement of women, and the perception of attitudes and a culture favourable to equality];

[(d) Promote the gender perspective in legal reforms, including with regard to employment, social security, taxation and education];

[(e) Promote the increased participation of women as both active agents of and beneficiaries in the development process for the improvement of the quality of life for all];

(f) Establish direct links with national, regional and international bodies dealing with the advancement of women;

(g) Provide training and advisory assistance to government agencies in order to integrate a gender perspective into their policies and programmes.

Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation

Actions to be taken

150. By national, regional and international statistical services, and relevant government and United Nations bodies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

(a) [Aim to] Ensure that all statistics related to individuals are collected, compiled, analysed and presented by sex and age, and that they reflect problems and questions related to women and men in society;

(b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation [and reflect problems and questions related to men and women in society];

(c) Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;

(d) Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;

(e) [Take steps to] Improve the concepts and methods of data collection on the full contribution of women and men to the economy [by taking steps] to [measure] [make visible] their participation in the informal sector(s);

(f) [Develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encouraging, sharing and disseminating information, studies and experience in this field, including on the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from but made consistent with core national accounts;

(g) [Develop an international classification of activities for time-use statistics, with Governments also undertaking time-use studies, and

prioritize further work at the national level to prepare satellite or parallel accounts of women's and men's unremunerated economic contribution, including quantifying household responsibilities as appropriate, producing such accounts separately from but making them consistent with core national accounts];

(h) Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;

(i) Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services, [including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and care of the elderly];

(j) Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by the agents of the State;

(k) Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

151. By Governments:

(a) Ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;

(b) Ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary;

(c) Develop and encourage the development of quantitative and qualitative studies in research organizations, trade unions, employers, private sector, and non-governmental organizations on the sharing of power and influence in society, including the number of women and men in senior decision-making positions in both the public and private sectors;

(d) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

152. By the United Nations:

(a) Promote the development of statistical methods to find better ways to collect, collate and analyse data that may relate to the human rights of women, including violence against women, [for use by the Commission

on the Status of Women, the Commission on Human Rights, the Committee on the Elimination of Discrimination against Women and human rights treaty bodies];

(b) Promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development;

(c) Prepare a new issue of The World's Women at regular five-year intervals and distribute it widely;

(d) Assist countries in the development of gender concepts and programmes;

(e) [Report periodically on progress at the national and international levels to the United Nations Statistical Commission, INSTRAW and the Commission on the Status of Women, in a coordinated fashion].

[153. By multilateral development financial institutions and bilateral donors:

Support the development of national capacity in developing countries and in countries with economies in transition in order to fully measure the work done by women, including both remunerated and unremunerated work.]